BIOS

Alberta Society of Professional Biologists • Spring 2012

Volume 27 • Number 1

A Message From Your President

By Charles Macmichael, P.Biol.

I look forward to serving the ASPB as the Past President through 2012. Thank you to those Directors who are leaving and welcome to those that are joining the Board.

Our conference and AGM this April looks fantastic, thanks to a hard working committee. We have selected a more central venue, allowing more members to network and learn. Please join us and promote the conference with your colleagues.

The Mentorship Program will be looking for members to get involved in our enhanced program in the fall. I hope you will engage with many of our younger biologists within Alberta through this great opportunity.

Thank you and have a great summer!

Conference Preliminary Program

The ASPB 2012 Conference Preliminary Program is now available. Please visit the conference page on our website at www.aspb.ab.ca/events/2012-aspb-conference to download the program and to register. Space is limited so register early. Remember to book your room at the Hyatt Regency in Calgary and get the conference room rate.

Association of Professional Biology (BC) Ethics Training

April 19th, 2012 Hyatt Regency Calgary following the ASPB 2012 Conference.

ASPB regular members (P.Biol.) that are also members of BC CAB can take this ethics workshop. Registration Fee is $90.00 + tax. Visit https://professionalbiology.com/about/whats-new for information and contact the APB office at (info@professionalbiology.com) to register for the Calgary training session.

ASPB 2012 Conference

EXPLORING THE BOREAL FOREST: OIL SANDS IN ALBERTA

2012 conference and tradeshow

Annual General Meeting

The **Annual General Meeting** will take place the morning of April 19 from 8 - 9:30 AM at the Hyatt Regency Calgary, AB.

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BIOS is published for the enjoyment and benefit of the members of the Alberta Society of Professional Biologists, and for those interested in the field of professional biology. Articles or comments are welcomed and should be sent to the editor, Linda Zimmerling at lindazim@shaw.ca.

ASPB Ethics Committee Announcement

ASPB's Board of Directors announces that the ad-hoc Ethics Committee has met their objectives by updating the Code of Ethics and by-laws, meeting TILMA requirements and establishing an on-line exam educating our members. The Committee even went beyond its objectives by initiating a discussion, using the Discussion Forum, highlighting ethics via an on-line scenario.

The Board recognizes the need for continued professional development in the area of professional ethics and has provided direction that this will take place as discrete projects housed within the Professional Development Committee. The Board also identified that they have ongoing ethics commitments through the Registrar, who ensures that new members have completed the ethics requirements before becoming regular members, the Practice Review Committee, which ensures that ongoing ethics requirements are met through the audit process, and the Discipline Committee, which ensures that members in breach of their professional ethics are effectively disciplined.

ASPB's Launch of the Wetland Management Community of Practice Initiative

The ASPB Board has approved the launch of a new initiative, given the overwhelming need for leadership in wetland management in Alberta. This initiative was created as an off-shoot of another ASPB wetland initiative (creation of the Wetland Impact Assessment Draft Guidelines). Given the feedback from the members, we decided to take a step back from creating these guidelines to take a look at the bigger picture and need in Alberta.

This new initiative is to develop the Wetland Management Community of Practice, with the following goals:

- To create an environment where ASPB members work together to share and distribute information pertaining to the management of wetlands within Alberta.
- To produce guidance documents that standardize the practice of wetland management through Practice Standards and a compilation of Best Management Practices used by ASPB members, as well as relevant research and literature.

To achieve these goals, the Wetland Management Steering Committee, consisting of representatives from the provincial government (Rob Simieritsch, P.Biol.), industry (Susan Patey LeDrew, P.Biol.), consulting (Markus Thormann, P.Biol.), academia (David Locky, P.Biol.) and not-for-profit organizations (Kathryn Hull, P.Biol.) and a chair (Laurie Hamilton, P.Biol.), was formed. The purpose of the committee is to provide oversight and review for the many projects to come out of this initiative, as well as provide review to other external documents, such as Alberta Environment and Water's Wetland Policy.

Currently, we are offering a **Wetlands Workshop** in early May, see advertisement in this issue.

ASPB endeavours to be at the forefront of wetland management in Alberta, given the strength of knowledge and experience of its members.

Of Bears and Men: An Interview with Charlie Russell

By Ngaio Hotte, P.Biol.

It's springtime in bear country. Not just black bears, but grizzlies, too. While this realization makes some visitors to the backcountry a little anxious, it fills Charlie Russell with excitement.

Charlie has been observing bears in the wild for over half a century, so while he is not a formally trained biologist, he is certainly an expert on grizzly bear behaviour. He has written four books on his experiences with grizzlies, including *Grizzly Heart and Grizzly Seasons,* and he was featured in documentaries produced by PBS and the BBC. Charlie is currently working on his fifth book with co-author Gay Bradshaw, about the relationship between people and bears.

Photo Credit: Maureen Enns.

Born and raised in grizzly country, near the town of Twin Butte, Alberta, Charlie grew up as a neighbour to the bears on his family's ranch, which he still owns today. His family has a long history on that land dating back to 1904 when his grandfather, Burt Riggall, quit his pursuit of becoming a doctor in England and came to Alberta to homestead. Burt found his true passion guiding wilderness adventures for wealthy clients from the United States, taking them on three week-long journeys into the Rocky Mountains. They travelled on horseback, and encounters with bears were commonplace. When he was just five years old, Charlie began accompanying his father, Andy Russell, who, in 1946, had just taken over the outfitting business from Burt.

"It was an amazing place and way to be introduced to the wilderness and to animals," Charlie recalls. "[These trips] were immersions into the wilderness for up to a month at a time."

Charlie and his brothers were just getting into guiding themselves by 1960, but the wilderness that they counted on for these trips was becoming too fragmented for multi-day trips. The Russell brothers were forced to find other work.

A skilled photographer and videographer, Andy looked to his sons for assistance with several documentary film projects, including one on Bighorn sheep and another on grizzly bears. It was during the grizzly bear project, which began in 1961 and took three years to complete, that Charlie truly fell in love with bears.

"This was the first serious documentary done on grizzly bears in the wild," he explains. "All the others used captive animals in enclosures." The experience was also profoundly influential for his brothers, two of whom went on to become biologists; one with the Canadian Wildlife Service.

In the late 1960s, when Andy was ready to retire, Charlie had to decide: would he take over the land that had been in his family for three generations and continue his work as a rancher, or would he follow the path already chosen by his brothers and become a biologist?

For the time being, his love for the land won him over, but his interest in grizzlies never faded. In the 1980s, after another 20 years of ranching, Charlie made the difficult decision to lease his land to another rancher and follow his heart.

"It was a big decision to give up on ranching," he says, though he knew that it wasn't his true calling. "I wasn't a great rancher; I was too sympathetic with the animals. I was always sensitive to the 'end result' of ranching."

By the time he made his decision he knew that he needed to know more about the bears he had always loved. After living and working around grizzlies his whole life, he couldn't understand why many of his neighbours were so fearful of the bears. "I realized that you could ranch with grizzlies without a lot of trouble," he explains. "I ranched for 18 years without losing an animal, which was quite an achievement. Most of my neighbours were so fearful around the bears

Photo Credit: Maureen Enns.

that they would call Fish and Wildlife when one was near the house, to have them removed. They couldn't relax around the bears."

Just as people were afraid of the bears, wildlife managers wanted to ensure that the bears, in turn, were afraid of people. But Charlie never felt comfortable with the idea that an animal needs to be afraid of humans in order to coexist with them.

"[Grizzly bears] tend to want to live peacefully with us, not run away every time we show up," he points out. "So to insist that they be fearful is a problem for the bear because it displaces them from the productive land they need to survive."

Charlie recognized the seriousness of these problems, both for the ranchers and for the bears. "Ranchers control large pieces of grizzly bear habitat," he notes. "It is hard to make a living as a bear when you need to put on enough weight to hibernate for up to six months. If [ranchers] could understand them better, we could create a lot more

habitat for them on our property."

So Charlie dedicated himself to finding out if bears were truly as dangerous and unpredictable as they were believed to be, and if there was a way for grizzly bears and humans to coexist safely.

To answer these questions, Charlie decided he needed to find a place where grizzly bears existed entirely in the absence of human influence. Because so few undisturbed areas of grizzly habitat exist in North America, he turned his attention to the Kamchatka Peninsula, in eastern Russia. The location was perfect – he was able to observe how grizzly bears, with no prior human contact, would interact with humans. "I wanted a place that I could live with many bears and that I could be their only influence," he recalls. "I didn't trust anyone else but my assistant to send a consistent message around trust."

As the Grizzly teaches us, a lack of love, understanding and compassion creates a creature to be feared: a shift in our emotional response creates a creature to be enjoyed. Photo credit: Maureen Enns.

Over a seven-year period that began in 1996, Charlie and his assistant, renowned artist Maureen Enns, lived among the bears in a cabin in a remote area of the Kamchatka wilderness. Charlie later returned for another three-year stay. "My plan was to allow the bears to do what they wanted around me without setting any rules other than that I didn't want to be hurt; I didn't want them getting into my food or garbage; and I didn't want them to damage my airplane," he recounts. "It was easy to keep them out of the food and away from the plane – I used an electric fence. And they never hurt me, because I didn't hurt them. I went there thinking that would be the case, and this is what I wanted to explore."

"If you could see how I lived with those animals, it was very amazing and wonderful. I spent hours and hours with them, even with my back to them, and I was fully confident that they wouldn't hurt me because there was trust between us," says Charlie.

Charlie's work extended beyond observing and interacting with the bears. He fostered development of an eco-tourism industry in the area, supported training of local wilderness guides, and helped the Russian government to establish a ranger program. His work in Kamchatka attracted the interest of the United Nations Development Programme (UNDP) and the Global Environment Fund (GEF). The two groups later declared the region a World Heritage Site, and took over administration and operation of the ranger program.

In recent years, Charlie has turned his attention from studying bears to telling their story. "I'm not studying bears anymore. I've done that for a long time," he says. "I'm trying to figure out ways to tell the bears' story in a believable way, so that we can have them managed in a more gentle way."

One of Charlie's main concerns is the use of a technique called "hard release", employed by wildlife managers to condition bears to fear people. When a bear is found to be frequenting areas used by people, such as a landfill or a day use area, the bear is trapped and released at a more remote location, and the release is accompanied by shouting, firing of cracker shells, bear bangers, and rubber bullets, and sometimes barking dogs.

"The idea is that if you teach this animal that people are bad and dangerous, then they will stay away from people," Charlie explains. The technique is intended to create an unpleasant experience, and condition the bear to fear and avoid the area. Hard release is based on the idea that people and bears should not exist in the same geographical area, and that fear is a necessary tool to prevent bear-human interactions.

But Charlie firmly disagrees with both the practice and principles of hard release. "A hard release is a brutal thing," he says. "And the problem is that you can't help but have interactions between people and bears. When you are relying on people coming from around the world to visit a park, they come to the park to see a bear, especially a grizzly bear. And if these people are drawn in big numbers, there can't help but be some surprise encounters. If the bear has had nothing but bad experiences with people, and they are surprised by a human at close range – for example if they are a female with cubs, which has the reputation of being the most dangerous bear out there – why wouldn't she react to get the people out of commission to prevent them hurting her cubs?"

Female grizzlies with cubs are typically believed to be the most dangerous of all bears, but Charlie believes otherwise. "In my work in Kamchatka, I found that the females with cubs were actually the most wonderful animals to be around. They could really appreciate trust," he explains. "If they didn't have to worry about you, it was a big advantage for them. I had females that would bring me their cubs to babysit and then disappear for several hours. But that was because we had built trust, rather than distrust."

Charlie's logic is sound, but a solution may be difficult to achieve. With grizzly bears being hard released every year, it is impossible to know which bears have experienced human interaction and which have not. Still, Charlie believes that putting an end to hard release would be a step in the right direction.

"To teach that 'closeness is bad and fear is good' all works in the wrong direction," he asserts. "But it is so opposite to the truth that it is difficult to make the switch. There is a whole bunch of Catch-22s." Capturing and tracking bears for research is another concern for Charlie. "I have been around bears that have been captured. It is a scary thing to approach a snared bear with a tranquilizer gun and a backup with a shotgun," he says. "The bear doesn't like what is happening to them, and there is a real fear that has developed among [wildlife] managers because of their experiences with capturing bears."

Teaching people to regard grizzlies with respect, rather than fear, has been a slow and challenging process for Charlie, but people's attitudes are shifting. "The way people talk about bears has changed," says Charlie. "When I was a kid, you never heard a nice story about bears. It was always an assumption that the people who had an encounter with a bear were on the verge of death. You don't hear that so much now – people speak in a nicer way about their encounters with bears. I hope I've had some influence in that area. It's not all frustration – there are some beautiful things happening, not just with bears, but with other predators."

Charlie's dedication to the grizzlies' cause is admirable. Of all the amazing predators in the foothills, Charlie Russell has made his life's work of understanding and protecting this particular animal.

What is it about grizzlies that Charlie Russell finds so compelling? "I feel for them because they are misunderstood, just as if they were a race or a group of people that were misunderstood," he says. "I don't like discrimination. I think it is natural in nature, but because of the wonderful experiences I've had with these animals, I want them to be given a fair shake. If you could have seen the way I lived with those animals, it can't help but to change your respect for them."

"If we could learn to lose our fear of bears, it would be a huge benefit not just to the bear, but to people," Charlie explains. "They could have a whole different experience. But you need to do your part – if you are going to have that experience, you have to be trustworthy. Everything that I have studied, not just with bears, but also with cattle and horses, it all comes down to trust. Trust is so important in our lives; learning how to trust, and how to be trustworthy. It isn't just about bears; it affects our whole daily life with other people."

HOW TO AVOID A GRIZZLY ATTACK

- If you do meet a bear on a trail, immediately say something calmly so it can tell you're not a threat.
- If the bear doesn't run off, work out which way you should go so that it can get by.
- Keep talking and pass the bear at a distance at least equal to that which separated you when you first met it.
- When the bear has gone, keep going. Fattening up for hibernation is a matter of life and death for bears, and the less you disturb them, the better.
- Hike in groups and make some noise, so you don't surprise them.

HOW TO SURVIVE A GRIZZLY ATTACK

- Brown bears will very occasionally attack if they feel threatened, whereas when a black bear attacks, its intention is usually to kill.
- Pepper spray is the best defence.
- If you don't have spray and a brown bear is coming at you like an express train, don't run. Instead, play dead by laying face down with your hands over the back of your neck. This reduces the threat the bear is feeling and it might leave you alone.
- If a single young brown bear (or any black bear) is coming towards you or circling you, use whatever you have – a walking stick, bicycle, anything – and keep it between you and the bear.
- If there are two or more of you, it's important that everybody stays together.
- If all of the above fails, gang up and fight as hard as you can, kicking and screaming. Use knives or tree branches as clubs if you can. Don't try to climb a tree, because the act of looking for a suitable one will split the group up.

Source: Russell, C. (2010) How to avoid a bear attack. Discover Wildlife magazine, digital edition. (http://www.discoverwildlife.com/travel/how-avoid-bear-attack)

ASPB Mentorship Program and Call for Volunteers

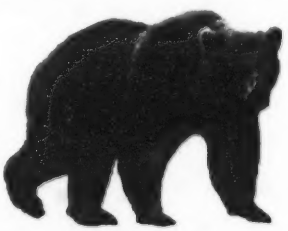
The ASPB has been working hard to improve its Mentorship Program. In 2011, the Mentorship Program Committee conducted an analysis of the current Mentorship Program, which incorporated the results of a survey completed by members at the 2011 AGM and other research conducted by the Committee. The Committee then prepared and developed a work plan to enhance the Mentorship Program. The enhancements will officially be launched in Q4 2012, and preparations for this launch are currently underway. Key features of the Enhanced Mentorship Program include an improved pairing process, an orientation manual, orientation workshop, and administrative tools such as a pairing process guide.

As this year progresses, members will be hearing more about these enhancements to the Mentorship Program. We hope to build participation in our Mentorship Program by making it easier for members to register, help members to find the right partner and by providing workshops on how to get the most out of a mentoring experience. The biggest change that members will notice is that we are moving from a non-facilitated (i.e., you pick your own mentor from a pool of names) to one that is facilitated. The facilitated program will be based on matching Mentors and Mentees based on similar areas of expertise and/or similar career goals. As part of the next membership renewal period, members interested in the Mentorship Program will be asked to create a detailed profile that will then allow the Mentorship Program Committee to pair participants within the program. This shift from a non-facilitated program to a facilitated program will maximize the opportunities for all those registered.

Entering into a professional mentoring relationship can be beneficial to both the Mentor and Mentee. It is an opportunity to build on strategic career initiatives and is also a way to make use of the immense expertise amongst ASPB members. In participating, both the Mentor and Mentee can:

- Receive critical feedback in a confidential and respectful environment
- Enhance their professional development in various areas subject to their own personal goals and objectives
- Increase knowledge transfer and maintain practical experience
- Build rapport with junior and senior biologists

If you would like to contribute to the development of the Mentorship Program by becoming a member of the Mentorship Program Committee or simply have comments or suggestions that you would like to share, we invite you to contact the Mentorship Program Coordinator, Myriam Zadnik at mentorship@aspb.ab.ca.



ASPB Wetlands Workshop

ASPB
Hosts
Demistifying Wetlands in Alberta

Contact Daynika at dschade@westhoff.ab.ca for inquiries

To access the Workshop Program visit the Events webpage at the ASPB website (www.aspb.ab.ca) and click on the Wetlands Workshop.

When: Wednesday, May 2, 2012, 8 am to 4:30 pm
Where: Ralph Klein Park, Calgary, AB

As wetland management policy and practices are changing to address the threat of wetland loss it can be challenging to stay well informed and up to date. In recognition of these challenges, the ASPB has invited leading industry and government professionals from the forefront of wetland management in Alberta to share their expertise in this intimate one-day workshop. This course is designed to promote communication among environmental professionals and introduce the ins and outs of wetland management to aspiring practitioners.

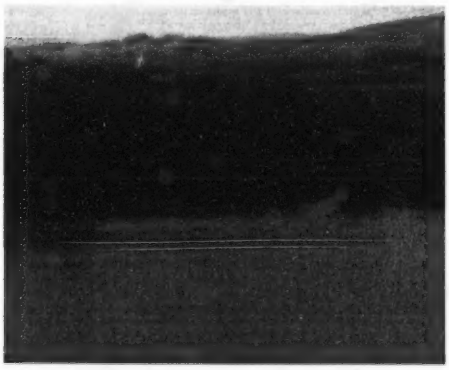
Registration includes morning refreshments and lunch. Sign up early as space is limited.

Registration is available at the ASPB Store on-line at www.aspb.ab.ca

REGISTRATION & PAYMENT DEADLINE ~ April 20, 2012

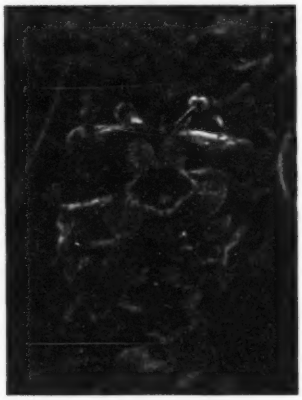
Registration Fees	(by April 1)	(after April 1)
ASPB Member	$150.00	$200.00
Non-member	$250.00	$300.00
Students	$75.00	$75.00

Class Size Limited to 50 registrants



8:00 am - 8:30 am	Registration
8:30 am - 9:00 am	Opening Remarks **Dr. Dave Locky, P.Biol., PWS**, Professor, Grant MacEwan University
Policy and Regulations 9:00 am - 10:30 am	Alberta Wetland Policy Intent **Andy Ridge**, Policy Director, Alberta Environment and Water Water Act, Wetlands and the Assessment Process **Rob Simieritsch, P.Biol.,** Senior Water Administration Technologist, Alberta Environment and Water Public Lands and Wetlands **Gerry Haekel, P.Biol.,** Head of Riparian Land Management & Water Boundaries Unit, Lands Division, Alberta Sustainable Resources Development
10:30 am - 10:45 am	Refreshment break
Technical Session 10:45 am - 12:15 pm	Common Wetland Classification Systems in Alberta **Wayne Bessie, P.Biol.**, Environmental Biologist, AMEC Datasets for Wetlands: Availability, Scale and Resolution **Laurie Hamilton, C.E.T., P.Biol.**, Wetland Ecologist and Geomatics Specialist, Zanshin Environmental Networks Wetland Soils **Ron McNeil**, Soil Scientist, Landwise Inc
12:15 pm - 1:15 pm	LUNCH
Functional Assessments 1:15 pm - 2:45 pm	Lentic Wetland Health Assessment Tool **Kathryn Hull, P.Biol.**, Range/Riparian Specialist, Alberta Riparian Habitat Management Society Ecological Services Tools and WESPUS **Gillian Kerr,** Manager Ecosystem Services Program, Alberta Environment and Water City of Calgary Wetland Functional Assessment Tool **Chris Manderson**, Natural Area Management Lead, City of Calgary Parks Division
2:45 pm - 3:00 pm	Refreshment break
Wetland Setbacks, Reclamation and Restoration 3:00 pm - 4:30 pm	Wetland Setbacks **Jay White, P.Biol.**, Wetland Scientist, Aquality Environmental Consulting Restoration and Reclamation in the Green Zone **Dr. Markus Thormann, P.Biol.**, PWS, Wetland Ecologist, Worley Parsons Canada Restoration and Reclamation in the White Zone **Bernie Amell, Riparia**

Alberta Society of Professional Biologists



ASPB

Hosts

INTRODUCTORY PLANT IDENTIFICATION WORKSHOP

PRESENTED BY

Amy Griffiths, Kristen Foreman, Laurie Hamilton and Kristen Beechey

Contact Laurie at laurie@zanshinenvironmental.com for inquiries.

When: Saturday, May 26, 2012, 9 am to 5 pm
Where: Cochrane, AB (Details supplied to Paid Registrants)

This one-day workshop consists of a practical and theoretical introduction to vascular plant identification. Focus is on learning morphology and terminology, and using taxonomic keys and field guides to learn species of a few main plant families in Alberta. This course is designed for people with little or no plant identification experience, and for those who want to refresh their taxonomy and terminology.

Registration includes lunch, refreshments, and manuals. Sign up early as previous workshops have filled very quickly.

Registration is available at the ASPB Store on-line at www.aspb.ab.ca

REGISTRATION & PAYMENT DEADLINE ~ May 18, 2012

Registration Fees*

ASPB Member	**$70.00**
Non-member	**$85.00**

* Hand lenses will be used throughout the workshop. If you do not already have a hand lens, you can purchase one for an additional $10.00. Just select the fee that includes the hand lens cost, when registering on-line. A small number of lenses will be available to borrow for the duration of the workshop.

Class Size Limited to 25 registrants

ASPB Welcomes Its Newest Members

Professional Biologist P.Biol.

J. Andrew Allan
Daniel Andrews
Alan Arsenault
Kwadwo Ayeh
David Bates
Yvonne Bazin
Dan Beveridge
Sarah Bigelow
Corey Bird
Michael Brown
Sara Bumstead
Diana Carroll
Shibi Chandy
Michael Climie
Ashley Craig
Dave Critchley
Carla Davis
William Duncan
Helene Dussault
Tasheena England
Bryan Hensel
Jocelyn Hiebert
Kelli Hull
Ruth Ibemesin
Angus Johnston
Drew Kaiser
Kim Krause
Kent Kristensen
Andrew Lansink
Gerry Leering
Stephen Legaree
Jason Machney
Doaa Mahmoud Ghoneim
Sheila McKeage
Amy McLenaghan
Eileen Miranda
Karen Oldershaw
Robin Reese
Jeffrey Richert
Erin Robertson
Maggie Romuld
Allison Routledge
Leonard Seefried
Troina Shea
Rob Sicotte
Lynsey Spry
Jonathan St. Jean
Wade Sumners
Krystal Tangen
Dean Trumbley
Marsha Vanden Enden
Monique Veitch
Michael Verhage
Ravindra Walgama
Michelle Wambold
Joseph Wells
Jeff Werner
Brad Wheeldon
Jaime Wilde
Michelle Wilson
Beryl Zaitlin

Biologist In Training BIT

Melayna Adam
Shilpa Ambhorkar
Megan Bailey
Leontin Balanean
Michelle Barkway
Nickolas Bartok
Marilou Bergevin
Clio Bonnett
Leslie Carroll
Filipo Caterina
Draper Chafe
Heather Conquergood
Varina Crisfield
Kelsie Dale
Melissa Day
Karina de Oliveira
Kristie Derkson
Trevor Dorey
Amanda Doyle
Frances Durham
Julia Dyck
Egbert Echavez
Catherine Falk
Glean Gonsalves
Jessica Gosling
Eri Hiraga
Rod Holliday
Haiping Hu
Amy Jimmo
Elysha Koran
Taramatie Lallie
Sebastian Lamoureux
Caroline LeCourtois
Danielle Ludeman
Danielle MacDonald
Ian Macleod
Glenn McCarron
Wade McElroy
Amy Moores
Lawrence Nasen
Julie Newell
Kingsley Nze
Christine Pelchat
Theresa Peters
Kailli Pigott
Sam Pittman
Cassiano Porto
Colin Prentice
Daynika Schade
Adrijana Sevo
Bryce Smiley
Jessica Snedden
Matthew Steele
Michelle Strekies
Gabriella Szabo
Olivia Tarasewicz
Alexandra Taylor
Stacy Taylor
Catherine Thomas
Spencer Tomasello
Karl Toth
Marianne van Doorn
Michael Vilimek
Madeleine Wallace

Student Member

Andrew Phelps

Membership Statistics

Membership Type	Current Members
P. Biol.	791
BIT	218
Student	4
Associated	9
Public	1
Honorary	6
Temporary Withdrawn	23
Total Members	1052

This number has already grown since publication!

Articles Wanted

So now you're part of the ASPB. Why not submit an article? Tell us why you joined. Who influenced you? How did you hear about the Society? We are always looking for articles to put in the BIOS Newsletter. If you have a story or an issue you would like to share with your fellow professionals, please submit it to lindazim@shaw.ca. You could win a prize!

The ASPB 2011 BIOS Submission winner was Angela Bowditch, P.Biol.